

**2014 FCC EEO Public File Report for Charter Communications  
12699 - OPS Door Cnty WI**

*This Report Covers September 1, 2013 through August 31, 2014*

Total Number of Full-Time Vacancies Filled During This Period: 1  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 5

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

State            WI  
FCC Unit       12699 - OPS Door Cnty WI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1404751	CB Broadband Technician	Charter.com	5	1
<b>1404751 Total</b>			<b>5</b>	<b>1</b>
Grand Total			5	1

# RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	6399 Fiddler's Green Circle	Greenwood Village, CO	Sarah Hankins	314-965-0555	No	5

### Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions.	Various	Dane County Job Fair 9/11/13 Northwest Central Tech College Job Fair 4/30/14
2	Hosting at least one job fair.	Various	Charter Communications hosted multiple job fairs through the Wisconsin market. Those have included - in-house job fairs to attract Technical applicants - Madison office
3	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Various	Charter Communications arranged and paid for training through Jones/NCTI for field technicians and supervisors, enabling acquisition of skills to qualify them for higher level positions. Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during the plan year included Leadership Connect, Advanced Leadership Connect and Civil Treatment for Managers.
4	Participation in other activities reasonably calculated by the unit to further the goal of disseminating information as to employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.	Various	Weather Channel Crawl - Charter Systems in the State of Wisconsin. <b>Television ads</b> WFXS-Fox TV (2/27/14), Charter Media Cross Channel Inserts - 1141 ads (3/2014), (4/2014) and (5/2014). <b>Radio ads</b> - Sunrise Broadcasting WDTX 100.5/WXCO 1230 (2/2014), WSAU & WDEX 94.7 (03/2014), WJJO (3/2014), Star Country and Z104 (11/2013), (3/2014), WIFC 28 ads (05/2014), Midwest Broadcasting WECL92.9 (04/2014), Clear Channel WMAD-FM (6/2014), Midwest Broadcasting WJJO and WJQM (8/2014). <b>Digital Ads</b> - 100,000 digital ads in Wausau (02/2014), Madison Internet/Mobile Impressions 150,000 (02/2014), WJJO Banner Ad on Internet (03/2014). <b>Cinema Ads</b> - Wausau Cedar Creek Cinema (5/2014, 6/2014, 7/2014, 8/2014), Eau Claire Cinema (5/2014, 6/2014, 7/2014, 8/2014), Fitchberg Cinema (5/2014, 6/2014, 7/2014).
5	Participation in events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications;	Various	Wisconsin Indianhead Technical College Campus Mock Interview Day (3/26/14) Marian University Mock Interview Day (11/2/13)
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally	Various	Charter Communications contracts with the Local Job Network (localjobnetwork.com) to email open position daily through their Community and Diversity Outreach program to 2.1 million monthly active and passive job seekers. The outreach focuses on minorities, women, people with disabilities, veterans, historically black colleges and universities, state workforce agencies, and professional/technical groups.